Sorority Recruitment and Intake: What Parents Need to Know

Monday, December 7
6:30 pm CST
INSTRUCTIONS FOR TODAY’S WEBINAR

Please use the Q & A feature to submit questions.

The link to the video recording of the webinar will be posted in a few days at https://parents.tulane.edu/webinars-tutorials
PANELISTS

- Dr. Laura Osteen, Assistant Vice President for Campus Life
- Liz Schafer, Director of Fraternity & Sorority Programs
- Julia Hankins, Assistant Director of Fraternity & Sorority Programs
- Anthony Ciliberto, Assistant Director of Fraternity & Sorority Programs
- IsaLynn Montgomery, Graduate Assistant

Our main contact information: www.greek.tulane.edu, 504-314-2160
The mission of the Office of Fraternity and Sorority Programs is to enrich the capacities of members of the fraternity and sorority community through opportunities and experiences that develop and maintain the values of leadership, scholarship, service, citizenship, personal growth, interpersonal relationships, sisterhood, and brotherhood.
TULANE SORORITIES

Fourteen active national sororities
- Avg. MGC size: 9
- Avg. NPHC size: 9
- Avg. Panhellenic/NPC size: 204
- 8 of 9 Panhellenic sororities have houses; Tri Delta will be housed beginning next year

Values centered on sisterhood, scholarship, leadership, and philanthropy

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<tr>
<th>NPC Sororities</th>
<th>MGC Sororities</th>
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<td>Alpha Delta Pi (NPC)</td>
<td>Gamma Rho Lambda (MGC)</td>
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<td>Alpha Epsilon Phi (NPC)</td>
<td>Kappa Alpha Theta (NPC)</td>
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<td>Alpha Kappa Alpha (NPHC)</td>
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<td>Chi Omega (NPC)</td>
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<td>Delta Delta Delta (NPC)</td>
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<td>Delta Sigma Theta (NPHC)</td>
<td>Sigma Delta Tau (NPC)</td>
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<td>Delta Xi Nu (MGC)</td>
<td>Zeta Phi Beta (NPHC)</td>
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TIME COMMITMENT/BALANCE

• Time commitment is flexible and dependent on what the student makes of it; officers spend more time, 5-10 hours per week required for new members

• Students’ academic commitments come first and shouldn’t be compromised

• Organizations view members’ other campus involvement as a benefit to the entire group

• All groups encourage (some require) membership in other campus organizations

• New Member Program submissions
Sororities promote scholastic achievement through programs like:
- study groups
- mentors
- study hours
- recognizing high grades

Fall 2019 GPA Data:
- All Greek: 3.466
- All undergraduates: 3.376
- All sorority women: 3.508
- All undergraduate women: 3.470
COSTS OF MEMBERSHIP

The costs of joining a Greek organization vary

• Panhellenic Sororities
  • $650-$800 per semester, plus $200-$400 one-time fees in the first semester
• NPHC and Multicultural Sororities
  • On average $150-$200 per semester

**Amounts listed reflect pre-pandemic figures

All dues cover programs, community service events, insurance fees, and national benefits. Some also weekly meals, social events, transportation to events, t-shirts, a chapter house, and more.
• Most groups had reduced dues this past semester due to COVID; decisions have not been made yet for next semester
• Activities groups have been able to do include food trucks at houses, Halloween sisterhoods, walks in the park, alumnae events, Greek Groove dance competition, and much more
• Weekly operations mostly remained the same, just moved to virtual instead of in person
All participants must:

• be undergraduate Tulane students
• have a cumulative GPA of 2.5 or higher (most organizations have a higher standard)
• be free of Student Conduct sanction of Disciplinary Probation or of drug violation
• have earned 12 credit hours (at least 6 must be graded, college-level courses)
• complete the 5 components of the PNM Education Series:
  • Sexual Violence Prevention
  • Alcohol Awareness
  • Diversity, Inclusion & Equity
  • Drug Abuse Awareness
  • Hazing Prevention

No exceptions to these policies
Follow social media to learn about chapters
Informational meetings in late January or February (dates TBD)
Interested women submit application packets
Membership Intake Process for those selected over 1 or 2 weekends, supervised by local graduate/alumni members
Currently only Zeta Phi Beta Sorority, Inc. scheduled to conduct intake in Spring 2021
PANHELLENIC RECRUITMENT IMPORTANT DATES

- **Friday, December 11, 5 pm CST**: Late registration closes
- **Tuesday, January 5, 5pm CST**: Academic issues must be resolved (incompletes, contested grades, transfer credit, etc.)
- **Sunday and Monday, January 10-11**: Tulane Arrival Center check-in and Recruitment Kickoff Sessions
- **Monday and Tuesday, January 11-12**: Residence hall move in for recruitment participants
  - Follow guidelines set by HRL
  - Please sign up for move-in slots by Friday, December 11!!
Overall concepts:
- Nationwide goal is parity among all organizations on each campus
- All 9 sororities are equally viable options. Your daughter should want to be in a sorority, not one specific sorority

How it all works:
- Zoom logistics
- After each day of events PNMs rank all sororities they visited in preferential order
- Sororities are given a number of PNMs they may invite back to each round
  * Many PNMs may not be invited to their perceived top choices
- OFSP staff processes chapter invitation lists against PNMs’ rankings to produce a schedule for each woman
First Round, Wednesday, January 13
  • All PNMs visit all sororities
Second Round, Thursday, January 14
  • PNMs visit a maximum of 7 sororities
Third Round, Friday, January 15
  • PNMs visit a maximum of 5 sororities
PANHELLENIC RECRUITMENT SCHEDULE

- Final Round, “Preference,” Saturday, January 16
  - PNMs visit a maximum of 2 sororities
- Pref Night Tidbits
  - Strict Silence
  - Binding Agreement
- Bid Day, Sunday, January 17
National emphasis on organizations’ values

• Lifetime membership

• Members should be able to articulate them and how the local chapter “lives” them

• Should guide the group’s activities

• Should be reflected in disciplinary status – www.studentconduct.tulane.edu
WHICH ONE SHOULD SHE JOIN?

Fit & Comfort Level
- Legacy relationships vs. current members
- Don’t limit options

Mutual Selection
- Doesn’t mean that every potential member gets dream chapter or that the chapters get every potential member they want
- Both the chapter and the student must approve of the relationship
GENERAL RECRUITMENT TIPS

• Recommendations: helpful but not essential
• Women who maximize options have best chance of being placed
  • Bids can’t be guaranteed, but keeping an open mind helps!
• Info about attire, schedule specifics at www.greek.tulane.edu
SO WHAT IF IT DOESN’T WORK OUT?

- Panhellenic stats from last year:
  - 744 women started the process, 653 joined (84%)
  - 6 were released at some point, 112 withdrew
  - 83% matched to their final 1st preference

- Internal communication with Student Affairs professional staff
- Spring Student Organization Fair
- Recruitment for upper-division women
  - Limited fall recruitment – usually 5-10 new members total
  - Next spring
ALCOHOL & GREEK LIFE

- National concerns
- Intersection with many other serious issues
- Long-term cultural change
  - Greek Steering Committee
  - PNM Education Series
  - Student Initiatives
  - Greek Ambassadors
Definition from Tulane Code of Student Conduct:

Hazing includes, but is not limited to, acts of servitude and/or behavior that humiliates, degrades, embarrasses, harasses or ridicules an individual, or otherwise is harmful or potentially harmful to an individual’s physical, emotional, or psychological well-being, as an actual or apparent condition for initial or continued affiliation with any group. A student or organization violates this standard regardless of either the lack of intent to cause harm or the hazed individual’s own willingness to participate. Unless affirmative steps were taken by the responding student or organization to prevent the hazing behavior, conduct charges may be brought against the group, officers of the group, and members of the group who are deemed to have encouraged, witnessed or knew about the behavior, in addition to any conduct action against persons who engaged in the hazing behavior itself.
TYPES OF HAZING

Subtle Hazing
• Requiring new members to perform duties not assigned to other members
• Making new members earn the right to wear certain things
• Sleep deprivation
• Often not viewed as hazing at all, both by students and parents

Harassment Hazing
• Any form of interrogation
• Personal servitude
• Lineups for the purpose of interrogating, demeaning, or intimidating
• Wearing of embarrassing or uncomfortable clothing
• Assigning pranks such as stealing, painting objects, or harassing other organizations
Violent Hazing

- Capturing or kidnapping
- Total or partial nudity at any time
- Pushing, shoving, tackling, punching, or any other physical contact
- Forced consumption of any liquid or food, including alcohol
- Paddling or whipping
HAZING AT TULANE

• Subtle and Harassment Hazing most common
  • Embarrassing acts and forced consumption

• Slippery slope of “lower order” hazing
  • Parents sometimes question
  • Hidden harm

• Two hazing cases investigated in the past 5 years
  • Alpha Delta Pi sanctioned and placed on probation for a year in 2017
  • Alpha Epsilon Phi sanctioned and suspended for a year in 2015
LOUISIANA HAZING LAWS

- Act 635: Created the crime of criminal hazing, provides related definitions, criminal penalties, and required institutional actions.
- Act 640: Defines and prohibits hazing, requires adoption of policy by institutions, and requires institutions to provide information about hazing to students.
- Act 637: Assigns criminal penalties for failing to report or seek assistance regarding hazing or reckless behavior.
HAZING PREVENTION RESOURCES

- www.greek.tulane.edu/hazing.html
- http://tulane.edu/concerns
- 24-hour Tulane Hazing Hotline (leave a confidential message):
  - 504-862-3111
- www.hazingprevention.org
- 24-hour National Hazing hotline: 1(800)NOT-HAZE
INFORMATION RESOURCES

National NPHC: www.nphchq.org
National Panhellenic Conference: www.npcwomen.org
Fraternity & Sorority Programs: www.greek.tulane.edu
• Staff Contacts: http://greek.tulane.edu/about-our-community/staff

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